



1. Which County employees are eligible for a Deferred Compensation match?

All regular Snohomish County employees working 20 hours or more in a budgeted position, except where indicated below are eligible. The following are **NOT** eligible for Deferred Compensation match:

- Elected Officials
- Sheriff's Deputies and Sergeants*
- Sheriff's Law Enforcement Support*
- Corrections Guild (Corrections Deputies)*
- Corrections Support*

*Other items were negotiated in these contracts in lieu of the employer match for deferred compensation.

2. What are the three different ways that matches are calculated for those that are eligible?

- For Airport Fire Fighters: Deferred compensation match, dollar for dollar, to 3% of monthly base wage.
- For Sheriff's, Lieutenants and Captains (SOMT): The employer shall match twenty percent (20%) of the employee's contribution to the county's Deferred Compensation Plan rounded up to the nearest dollar to a maximum match by the county of \$105.00 per month.
- For all other eligible employees: The employer will contribute fifty cents (\$.50) for every dollar (\$1.00) contributed by the employee. The employer contribution will not exceed one percent (1%) of the employee's monthly base wage.

3. How are matches calculated when an employee is enrolled in the both the Roth 457 and Traditional 457?

Both Employee (EE) deductions are added together and the employer (ER) match is calculated from the combined amount. Also, all plan deductions (EE & ER) are added together and compared to the maximum cap for the year so that participants will not exceed IRS 457 regulations.

4. How much do I need to contribute to receive the full match of 1%?

In order to receive the full match of 1%, you must contribute at least 2% of your pay.

Example: \$5852.95 salary * 2% = \$117.06 employee deduction

\$5852.95 * 1% = \$58.53 employer match (same as \$117.06 * 50% = 58.53)

5. What is included in an employee's monthly base wage?

This is your gross base monthly salary which does not include overtime, premium pay, etc.

6. How do I make changes to my deferred compensation contributions?

Submit the [Deferred Compensation Change Form](#) to Human Resources at mailstop 503.

7. If I make changes to my deferred compensation contributions, when do they take effect?

All payroll changes will start on the paycheck issued on the 22nd of the month following the month that the change from is submitted except for stopping deferrals. Example: Change form is submitted on 4/2, changes are reflected on your 5/22 paycheck.